

THE CHRONICLE OF HIGHER EDUCATION

Calendar Year 2018 Chief Executive Compensation Survey

Thank you for submitting the survey.

Below is a summary of your responses

[Download PDF](#)

Thank you for participating in *The Chronicle of Higher Education's* annual survey of executive compensation at public research universities and public college systems.

PLEASE THOROUGHLY READ the survey and **ALL** accompanying materials.

This survey requests public information about your chief executive officer (CEO) and his or her compensation during the 2018 calendar year. Several changes have been made, including:

- We are collecting compensation data earned over the course of the 2018 **CALENDAR YEAR**. We are **NO LONGER** collecting compensation data earned across a fiscal year.
- For each employee, submit values that reflect all of the compensation earned by this person during the calendar year, regardless of role. If someone did not serve in the CEO role throughout the full calendar year, you will be able to note this when prompted to comment.
- We will only request that your institution report total actual reportable compensation for the three highest-compensated employees (excluding CEOs and former CEOs).
- For CEO and former CEOs, we will now collect compensation data if these individuals received compensation via non-payroll means from your institution or from related, supporting, affiliated, allied, or associated organizations. For instance, if a former CEO was awarded a contract to consult or fundraise for your institution, and that compensation was NOT reported on their Form W-2, you will be prompted to provide information about that contract-related compensation disbursed during the calendar year.

Compensation data for public employees is considered public information under state public-records laws and this serves as a public-records request under your state's applicable statute.

If you are the contact person for more than one institution or for a system and its component institutions, you may receive multiple links to complete different surveys for each entity.

Complete this survey only for the institution listed below:

Prairie View A&M University

At some colleges, more than one person may have served as CEO during the most recent calendar year. If that is the case at your institution, report compensation for **ALL** the individuals who held the title of CEO, or who were conferred with that authority, **REGARDLESS** of the length of their tenure. This includes interim and acting CEOs.

Instructions are provided on subsequent pages for entering information for multiple CEOs.

For all compensation categories, include pay from public and private, institution-related sources. Report ACTUAL dollar amounts, not annualized amounts.

Do not leave any compensation field blank; **instead enter 0 (zero) in instances** where there was no compensation.

If you have any questions, refer to our Frequently Asked Questions (<https://bit.ly/ExecCompFAQ>) or email us at survey@chronicle.com before completing the survey.

To download this survey for reference, go to <https://bit.ly/CHESurvey>, then select “File” > “Download as” > “.docx”, “.pdf”, or *another filetype of your choice*. But you **MUST** fill out the survey using this online form.

You may also find this compensation-reporting rubric helpful: <https://bit.ly/ExecCompRubric>.

The survey does not need to be completed in one sitting. You may save your work and return to the survey following the URL provided in the email. Do not use the browser’s “back” button, as that may crash the survey and prevent your results from being submitted.

The deadline to complete this survey is **May 31**.

Thank you for participating in *The Chronicle’s* Executive Compensation Survey.

Point of contact information

Verify your institution below. Enter the best point-of-contact for this survey.

(Response required.)

Institution name:*	Prairie View A&M University
First name:*	Whitney
Last name:*	Glenz
Title:*	Compliance Officer III & Public Information Officer
Phone number:*	936-261-2126
(xxx-xxx-xxxx)	

Email address:*

openrecords@pvamu.edu

If you prefer we contact you through text messages, please provide your cell-phone number below. Your number will be used only for communications relating to this survey. (A response to this query is **NOT** required.)

Cell number:
(xxx-xxx-xxxx)

How would you categorize the institution that that your CEO oversees?

Select one choice below. (Response required.)

- ☒ **A campus (e.g. Michael K. Young, CEO of Texas A&M University - College Station)**
- ☐ A university or college system (e.g. Michael McRobbie, CEO of Indiana University system)
- ☐ The central office of a state higher-education system (e.g. Daniel J. Klaich, CEO of the Nevada System of Higher Education)
- ☐ BOTH a campus AND a university system (e.g. Renu Khator, CEO of the University of Houston System and UH President)
- ☐ Other

More about the changes in this year's survey

The survey questions this year have been revised to mirror how compensation is reported by non-profits within a Form 990, Schedule J (<https://www.irs.gov/pub/irs-pdf/f990sj.pdf>). As such, you may find these instructions helpful if you have any questions (<https://www.irs.gov/pub/irs-pdf/i990sj.pdf>).

Additionally, refer to the FAQ (<https://bit.ly/ExecCompFAQ>) or rubric (<https://bit.ly/ExecCompRubric>) if you have questions about when and where a particular subtype of compensation should be reported within this survey.

If you believe this survey is asking you to double-count a particular amount/value of compensation, email survey@chronicle.com and we will address that concern. This survey should only prompt you to report any dollar of compensation once, though you do have the option to voluntarily spotlight particular amounts of compensation in the comments form when prompted.

For some institutions, the values calculated for this survey could satisfy the disclosure requirements of your institution to other non-profit organizations, like sports conferences or institution-related not-for-profits. If you would like to know the names of the non-profit organizations to which your organization discloses CEO compensation, email survey@chronicle.com and we will provide you a list.

For all of these employees and the compensation values you report, remember:

Report all of the compensation earned to this individual during the calendar year, regardless of his or her role. If

he or she served in a role other than CEO during the calendar year, indicate that when you are prompted to provide a comment.

If any compensation was returned or donated by an employee, DO NOT subtract that from the value of compensation they actually earned.

Use your best judgement if you aren't able to determine the value of a particular subtype of compensation. For instance, when you report the value of nontaxable benefits earned by your CEO, we request that you include within that sum the value of any nontaxable housing benefits. Suppose your institution purchased a president's residence 50 years ago, which is still used by the CEO, but the institution no longer knows the value of that housing benefit. In that case, if it is truly unobtainable, or if it would be prohibitively time-intensive to determine, you do not need to factor that value into your final calculation of nontaxable benefits/compensation for your CEO(s).

Now that we've covered that, onto the survey...

Chief executive information

The following questions refer only to people who were vested with the powers of your institution's CEO during the 2018 calendar year.

How many people were vested with the powers of the CEO during the 2018 calendar year?

Select one choice below. (Response required.)

Biographical details for CEO #1

What is the full name of this CEO?

(Items marked with an * are required.)

First name:*

Middle name:

Last name:*

Inherited Suffix
(Sr/Jr/etc):

What is his or her title? (e.g. Chancellor, President, Interim President, Acting President)

(Response required.)

Title:*

President

What was the **start date** for this person's tenure as CEO? If you are unaware of the exact start date, approximate the date as best you can.

If a permanent CEO served in an interim capacity immediately before assuming that permanent position, report the date they assumed the role of interim CEO.

Report the official start date. Do not report an appointment/announcement date.

(Response required.)

Date (mm/dd/yyyy):*

07/01/2017

What was the **end date** for this person's tenure as CEO (if applicable)? If not applicable, leave empty.

If the _'s term ended after December 31, 2018, still enter the last day of this person's tenure as CEO below.

Date (mm/dd/yyyy):

Reportable compensation earned by CEO #1

What was the **actual base compensation** earned by Ruth J. Simmons (including compensation from institution-related organizations) in the 2018 calendar year?

This is a type of reportable compensation. Reportable compensation generally means compensation reported in Box 1 or 5 (whichever amount is greater) of an employee's Form W-2. In tandem with that definition, reportable can include compensation that was paid or payable during the calendar year. Even if reportable compensation is deferred by an employee in the calendar year, it is still considered reportable to the IRS that year.

Enter only numerals rounded to the nearest dollar (no decimals, cents, dollar signs, or commas) for the compensation field. Enter 0 (zero) if there is no compensation. (Response required.)

How do you calculate the value of actual base compensation? Click here: <https://bit.ly/ExecCompBase>

Actual base compensation:*

610,000

Reportable compensation earned by CEO #1

What is the value of the **actual bonus compensation** earned by Ruth J. Simmons (including

compensation from institution-related organizations) in the 2018 calendar year?

Enter only numerals rounded to the nearest dollar (no decimals, cents, dollar signs, or commas) for the compensation field. Enter 0 (zero) if there is no compensation. (Response required.)

How do you calculate the value of actual bonus compensation? Click here: <https://bit.ly/ExecCompBonus>

Actual bonus compensation:*

0

Reportable compensation earned by CEO #1

What was the total value of **formerly deferred compensation** earned by Ruth J. Simmons from your institution (or institution-related organizations) **that actually became reportable to the IRS in the 2018 calendar year?**

If a CEO's contract specified that he or she should earn \$50,000 per year in deferred compensation (set aside) in CY15, FY16, and CY17, and that compensation became "reportable" to the IRS in the 2018 calendar year, the answer to this question would be \$150,000.

Enter only numerals rounded to the nearest dollar (no decimals, cents, dollar signs, or commas) for the compensation field. Enter 0 (zero) if there is no compensation. (Response required.)

How do you calculate the value of formerly deferred compensation that actually became reportable in the calendar year? Click here: <https://bit.ly/ExecCompDeferredPaid>

**Formerly deferred compensation — reportable
(payable, paid, or employee-deferred)
in the calendar year:***

0

Reportable compensation earned by CEO #1

What is the value of any **remaining reportable actual compensation** (including compensation from institution-related organizations) earned by Ruth J. Simmons during the 2018 calendar year, **AND that HAS NOT YET been reported in this survey?**

Enter only numerals rounded to the nearest dollar (no decimals, cents, dollar signs, or commas) for the compensation field. Enter 0 (zero) if there is no compensation. (Response required.)

What counts as remaining reportable actual compensation? It's a long list. Click here:

<https://bit.ly/ExecCompOther>

Remaining reportable actual compensation:*

55,180

Tell us more about the remaining reportable compensation earned by CEO #1

You indicated Ruth J. Simmons earned \$55,180 in additional reportable compensation during the 2018 calendar year. Provide a short description below of this additional reportable compensation.

(Response required.)

Gifts, housing allowance, and reimbursement

Deferred (set aside) compensation earned by CEO #1

What was the total value of any **deferred/accrued compensation set aside** by your institution (or institution-related organizations) in the 2018 calendar year for Ruth J. Simmons to be disbursed at a later date?

As an example, imagine a contract specifying that if a CEO remained with the institution for the entirety of a calendar year, \$50,000 would be deposited in a deferred-compensation plan for this CEO. Under the terms of the contract, three deposits of \$50,000 each were made in calendar years 2016, 2017, and 2018, but that compensation was not actually released to the CEO. As such, it was not reportable to the IRS. Imagine further that the contract states that, if the CEO is still with the institution in 2019, the aggregate \$150,000 in compensation will be released to the CEO. At that point, it becomes reportable to the IRS. In this case, report the value of the deposit made to the deferred-compensation plan in 2018, that being \$50,000.

Also, any money set aside for a Supplemental Executive Retirement Plan during the calendar year should be included in the submitted value here.

Enter only numerals rounded to the nearest dollar (no decimals, cents, dollar signs, or commas) for the compensation field. Enter 0 (zero) if there is no compensation. (Response required.)

How do you calculate the value of deferred/accrued compensation, set aside? Click here:

<https://bit.ly/ExecCompDeferredAside>

Deferred compensation, set aside:*

0

Retirement compensation earned by CEO #1

What was the total value of **any other retirement compensation** earned by the Ruth J. Simmons from your institution (or institution-related organizations) in the 2018 calendar year?

In keeping with IRS reporting requirements, report any employer contributions to 401(K), 403(b), pension plans or other qualified retirement plans. Additionally, report the value of qualified retirement plan benefit accruals (or, for

defined benefit retirement plans, a reasonable estimate of actuarial value increase). Finally, include within your sum of other retirement compensation the value of any qualified retirement plan (defined contribution) investment earnings.

Enter only numerals rounded to the nearest dollar (no decimals, cents, dollar signs, or commas) for the compensation field. Enter 0 (zero) if there is no compensation. (Response required.)

How do you calculate the value of other retirement compensation? Click here: <https://bit.ly/ExecCompRetirement>

Any other retirement compensation:*

26,010

Nontaxable benefits earned by CEO #1

What was the total value of **nontaxable benefits** earned by Ruth J. Simmons from your institution (or institution-related organizations) in the 2018 calendar year?

Employer contributions for nontaxable benefits include:

- health insurance
- medical reimbursement programs
- life insurance
- disability benefits
- long-term care insurance
- certain education assistance
- for a comprehensive list, click here: <https://bit.ly/ExecCompNontaxable>

Enter only numerals rounded to the nearest dollar (no decimals, cents, dollar signs, or commas) for the compensation field. Enter 0 (zero) if there is no compensation. (Response required.)

Nontaxable benefits:*

7,204

Non-payroll compensation earned by CEO #1

What was the total value of non-payroll compensation earned by Ruth J. Simmons from your institution (or institution-related organizations) in the 2018 calendar year?

Non-payroll compensation refers to compensation released to an employee as the result of a business transaction facilitated through a contractor-contractee relationship, rather than an employee-employer relationship. Non-payroll compensation would not be captured on the Form W-2. Non-payroll compensation might include services provided by a CEO for consulting, fund raising, or advising. It might also include payment in return for acts such as relinquishing tenure, or signing a non-compete agreement.

In addition to compensation released to a CEO personally, you should report any non-payroll compensation released to an incorporated entity in place of the CEO — released as a result of the types of business transactions described in the last paragraph. In practice, this could refer to a business transaction between your institution (or institution-related organizations) and, for instance, an LLC set up to accept payments for services rendered by the CEO.

DO NOT provide the value of compensation earned in business transactions between your CEO and non-institutional actors. We are **NOT** seeking compensation earned by your institution's employees from corporations, such as ESPN or Nike, nor are we requesting that you provide the compensation earned by your CEO for sitting on the board of a publicly traded company.

DO NOT report the value of business transactions of any sort disbursed by your institution (or institution-related organizations) to singular family members or relatives of the CEO.

For business transactions in which disbursements to a CEO occurred over multiple years, report only the total value of payments that were disbursed during the 2018 calendar year. In the comment form, disclose the full multi-year value of the contract.

Enter only numerals rounded to the nearest dollar (no decimals, cents, dollar signs, or commas) for the compensation field. Enter 0 (zero) if there is no compensation. (Response required.)

If you would like to learn more about why we are requesting for this information, click here:

<https://bit.ly/ExecCompNon-Payroll>

Non-payroll compensation:*

0

Presidential perks for CEO #1

Answer the following for **CEO #1**

Did your institution (or institution-related organization) provide **Ruth J. Simmons** the following benefits during the 2018 calendar year? If so, check the boxes next to the benefit(s) received below.

- A housing benefit can include the provision of a institution-owned property, the rental of a property, or an annual housing allowance.
- A vehicle benefit can include the provision of institution-owned car, the renting of a car, or a car allowance .
- Personal services can include any maid, chauffeur, security service, or chef service.
- Health or social-club dues or initiation fees refer to any country club, gym fees, or social club.

You are **NOT** required to disclose the values of these benefits in the forthcoming comment form. If possible,

those values should have been reported previously in this survey. However, you may spotlight those values voluntarily if you see fit.

(Response required.)

- ☒ **Provided house, housing allowance, or other housing benefit**
- ☐ **Provided car, car allowance, or other car benefit**
- ☐ **Personal services**
- ☐ **Health, resort, or social club dues**
- ☐ **Not Applicable/None of the Above**

Provide more context about the compensation earned by CEO #1

Include any comments you may have regarding the CEO's compensation you think we or readers should know about. Comments may be published online, though they may also be edited prior to publication.

Former CEOs

In the 2018 calendar year, how many former permanent CEOs were compensated by the institution (or institution-related organizations)? To be clear, this line of inquiry refers only to **persons who did not serve in the CEO role at any time during the 2018 calendar year. DO NOT** submit compensation data for former CEOs who served in an interim capacity at some point, but who were never appointed to the post permanently.

Count the number of persons who:

1. **DID** serve as a permanent (not interim or acting) CEO in any previous calendar year;
2. **DID NOT** serve as CEO at any time during the 2018 calendar year;
3. **BUT** who **DID** earn any reportable compensation from the institution or related, supporting, affiliated, allied, or associated organizations in the 2018 calendar year.

(Response required.)

1

Details for Former CEO #1

Answer the following regarding former CEO #1.

For former CEOs, *The Chronicle* requests that only reportable compensation be provided.

First name:*	George
Middle name:	C.
Last name:*	Wright
Inherited Suffix (Sr/Jr/etc):	
Current title:*	President Emeritus

Reportable compensation earned by Former CEO #1

Submit the values of various types of reportable compensation earned by George C. Wright from your institution (or institution-related organizations) in the 2018 calendar year.

These are types of reportable compensation. Reportable compensation generally means compensation reported in Box 1 or 5 (whichever amount is greater) of an employee's Form W-2. Reportable compensation can include compensation that was paid or payable during the calendar year. Even if reportable compensation is deferred by an employee in the calendar year, it is still considered reportable to the IRS that year.

Report all of the requested actual compensation earned by this individual during the calendar year, regardless of his or her role. You will be able to provide notes regarding roles or dates when you are prompted to comment.

Enter only numerals rounded to the nearest dollar (no decimals, cents, dollar signs, or commas) for the compensation field. Enter 0 (zero) if there is no compensation. (Response required.)

Need a refresher on what what subtypes of compensation fall under these umbrellas of compensation? Click here: <https://bit.ly/ExecCompGeneral>

Actual base compensation:*	281,817
Actual bonus compensation:*	0
Severance and similar payments:*	0
Formerly deferred compensation — reportable (payable, paid, or employee-deferred) in the calendar year:*	0
Remaining reportable actual compensation:*	195,451

Tell us more about the remaining reportable compensation earned by Former CEO #1

You indicated John M Dunn earned additional reportable compensation (see the field "remaining reportable actual compensation") during the 2018 calendar year. Provide a short description below of this additional reportable compensation.

(Response required.)

Teaching supplement, longevity, and vacation payouts

Non-payroll compensation earned by Former CEO #1

What was the total value of non-payroll compensation earned by George C. Wright from your institution (or institution-related organizations) in the 2018 calendar year?

For business transactions in which disbursements to a former CEO occurred over multiple years, report only the total value of payments that were disbursed during the 2018 calendar year. In the comment box, disclose the full multi-year value of the contract.

Enter only numerals rounded to the nearest dollar (no decimals, cents, dollar signs, or commas) for the compensation field. Enter 0 (zero) if there is no compensation. (Response required.)

For a recap of what is considered non-payroll compensation, click here: <https://bit.ly/ExecCompNon-Payroll>

Non-payroll compensation:*

0

Provide more context about the compensation earned by Former CEO #1.

Include any comments you may have regarding the former CEO's compensation you think we or readers should know about. Comments may be published online, though they may also be edited prior to publication..

Highest-compensated employees

Provide information below about the total compensation of **your institution's three highest-compensated employees**, aside from the chief executive(s) or former CEO(s) previously reported, for the 2018 calendar year.

For a campus: Report the three highest-compensated employees at your institution. This should include administrators, academics, athletics-department employees, coaches, medical-campus employees, or physicians.

For a multi-campus system or statewide higher-education system: Report the three highest-compensated administrative employees within the chancellor/system office. Do **NOT** provide the three highest-compensated employees outside the system office, who are employed on campuses in the system.

For institutions that serve as a system office AND campus: Report the three highest-compensated

employees at your main campus. This should include administrators, academics, athletics-department employees, coaches, medical-campus employees, or physicians.

For this section, submit the value of total actual reportable compensation earned by the employee during the 2018 calendar year from your institution (or institution-related organizations). Reportable compensation generally means compensation reported in Box 1 or 5 (whichever amount is greater) of an employee's Form W-2. In tandem with that definition, reportable can include compensation that was paid or payable during the calendar year. Even if reportable compensation is deferred by an employee in the calendar year, it is still considered reportable to the IRS that year.

Report all of the requested actual compensation earned by this individual during the calendar year, regardless of his or her role. You will be able to provide notes regarding roles or dates when you are prompted to comment.

When determining the highest-compensated employees at your institution, include all compensation provided by your institution (or institution-related organizations).

DO NOT factor in compensation paid by private, non-institution-affiliated companies like a physician's private practice, or broadcast fees from a private media company.

Need a refresher on what what subtypes of compensation fall under these umbrellas of compensation? Click here: <https://bit.ly/ExecCompGeneral>

Details for highest-compensated employee #1

First name:*	<input type="text" value="Eric"/>
Middle name:	<input type="text"/>
Last name:*	<input type="text" value="Dooley"/>
Inherited Suffix (Sr/Jr/etc):	<input type="text"/>
Title:*	<input type="text" value="Head Coach, Football"/>

Compensation for highest-compensated employee #1

Submit the value of reportable compensation earned by **Eric Dooley** from your institution and (and institution-related organizations) in the 2018 calendar year.

Enter only numerals rounded to the nearest dollar (no decimals, cents, dollar signs, or commas) for the compensation field. Enter 0 (zero) if there is no compensation. (Response required.)

Total actual reportable compensation for 2018	<input type="text"/>
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Total actual reportable compensation:*

257,500

Classify the role of highest-compensated employee #1

(Response required.)

- ☒ **Athletic department employee, including coaches, athletic directors, etc.**
- ☐ Academic, including professors, deans (not including medicine or law), provosts, etc.
- ☐ Medical personnel, including doctors, medical deans, etc.
- ☐ Lawyers, including law-school deans and general counsels
- ☐ Other administrators, including vice presidents

Provide more context about the compensation earned by highest-compensated employee #1

Include any comments you may have regarding the employee's compensation that you think we or readers should know about. Comments may be published online, though they may also be edited prior to publication.

Details for highest-compensated employee #2

First name:*

Corey

Middle name:

Last name:*

Bradford

Inherited Suffix
(Sr/Jr/etc):

Title:*

Senior Vice President, Business Affairs

Compensation for highest-compensated employee #2

Submit the value of reportable compensation earned by Corey Bradford from your institution and (and institution-related organizations) in the 2018 calendar year.

Enter only numerals rounded to the nearest dollar (no decimals, cents, dollar signs, or commas) for the compensation field. Enter 0 (zero) if there is no compensation. (Response required.)

Total actual reportable compensation:*

235,925

Classify the role of highest-compensated employee #2

(Response required.)

- ☐ **Athletic department employee, including coaches, athletic directors, etc.**
- ☐ Academic, including professors, deans (not including medicine or law), provosts, etc.
- ☐ Medical personnel, including doctors, medical deans, etc.
- ☐ Lawyers, including law-school deans and general counsels
- ☒ Other administrators, including vice presidents

Provide more context about the compensation earned by highest-compensated employee #2

Include any comments you may have regarding the employee's compensation that you think we or readers should know about. Comments may be published online, though they may also be edited prior to publication.

Details for highest-compensated employee #3

First name:*	<input type="text" value="James"/>
Middle name:	<input type="text"/>
Last name:*	<input type="text" value="Palmer"/>
Inherited Suffix (Sr/Jr/etc):	<input type="text"/>
Title:*	<input type="text" value="Interim Provost"/>

Compensation for highest-compensated employee #3

Submit the value of reportable compensation earned by **James Palmer** from your institution and (and institution-related organizations) in the 2018 calendar year.

Enter only numerals rounded to the nearest dollar (no decimals, cents, dollar signs, or commas) for the compensation field. Enter 0 (zero) if there is no compensation. (Response required.)

Total actual reportable compensation:*	<input type="text" value="231,125"/>
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Classify the role of highest-compensated employee #3

(Response required.)

- ☐ **Athletic department employee, including coaches, athletic directors, etc.**
- ☒ Academic, including professors, deans (not including medicine or law), provosts, etc.
- ☐ Medical personnel, including doctors, medical deans, etc.
- ☐ Lawyers, including law-school deans and general counsels
- ☐ Other administrators, including vice presidents

Provide more context about the compensation earned by highest-compensated employee #3

Include any comments you may have regarding the employee's compensation that you think we or readers should know about. Comments may be published online, though they may also be edited prior to publication.

You are about to submit your answers for this executive compensation survey. To submit your answers, click the submit button below. Once you submit, you will be given a chance to download a PDF of your responses.

Use the "Back" button to review your answers if necessary. However, after those changes are made, remember to return to this page to submit your survey. If any additional changes need to be made after submission, contact survey@chronicle.com.

Questions? Email survey@chronicle.com or call Dan Bauman at 202-466-1201.

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